

~~SECRET~~

25X1

Approved For Release 2006/01/03 : CIA-RDP79-00317A000100050014-0

AGENDA

Career Service Panel
Office of Research and Development
12 June 1972

0900 hours
Room 617 - Conference Room
(Pls note room change)

1. Review of agenda for 12 June 1972
2. Review of minutes for 8 May 1972
3.
 - a. Promotions
 - b. Staff changes and additions
 - c. Training notes
 - d. Equal Employment Opportunity Program
4. ^{25X1A9A} Report from the Criteria Panel/ORD
5. Item 26 - Postponed from 14 February 1972
and 8 May 1972 CSP Meeting

What would CSP/ORD establish to resolve identifying problems such as:

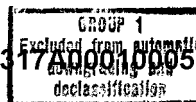
- a. Reconsider time in grade promotion criteria
 - b. Consider and adopt a truly competitive evaluation system
 - c. Establish the yearly input level of junior officers to offset the anticipated gap in GS-11 level in FY 72-80
 - d. Consideration of job rotation and training needs of junior personnel
 - e. Recommend actions to be taken for employees identified as "Goers," i. e., downgrading, initiation of selection out procedures, etc.
 - f. Special consideration for "Comers."
6. Final recommendation for an ORD Career Development Plan
7. ORD Career Service Panel Report (Semi-Annual)

25X1A9A

25X1A9A

Approved For Release 2006/01/03 : CIA-RDP79-00317A000100050014-0

~~SECRET~~



25X1

~~SECRET~~

25X1

AGENDA
CSP/ORD
12 June 1972
(Cont'd)

8. ^{25X1A9A} Recommendation for Promotion
^{25X1A9A} [redacted] - AP/ORD
GS-13 to GS-14
[redacted]

9. Nominee from ORD for Management Advisory Group
(MAG) ^{25X1A9A}

10. Request for Training - [redacted] AN/ORD
MIT - Digital Signal Processing
21 June 1972 - 30 June 1972
^{25X1A9A} Cost: \$700 (Tuition, per diem & travel)
[redacted] approved for CSP/ORD
because of deadline date) ^{25X1A9A}

25X1A9A

11. Discussion on [redacted]
[redacted]
12. Recommendation for Interim Promotion Policy
(Motion proposed included in memorandum
written by [redacted]) ^{25X1A9A}

25X1A9A

13. Brookings Educational Programs for Federal
Executives 1972-1973 - Nominee

14. New business

25X1

~~SECRET~~

~~CONFIDENTIAL~~

25X1

CAREER SERVICE PANEL
Minutes of the Meeting
12 June 1972

25X1A9A
Attendees:

[Redacted]

Secretary

25X1A9A
Absentee:

[Redacted]

1. The Chairman called the meeting to order at 0907 hours. 25X1A9A

2. [Redacted] moved to alter the Agenda for 12 June 1972 to consider Item 12, "Recommendation for Interim Promotion Policy," prior to Item 8, "Recommendation for Promotion, [Redacted] seconded the motion.

3. [Redacted] moved to amend the motion made by [Redacted] to consider Item 12, "Recommendation for Interim Promotion Policy," prior to Item 8, "Recommendation for Promotion, [Redacted] said reordering to be without prejudice to the promotion action on [Redacted] [Redacted] seconded the motion. Four members voted for the motion; three members opposed the motion. Motion carried.

4. A vote was taken on the motion by [Redacted] as amended. Six members voted for the motion; one member abstained from voting. Motion carried.

5. [Redacted] moved to strike Item 5 concerning problems on promotion criteria, competitive evaluation, rotation, training and selection out procedures and Item 6 concerning the final recommendation for an ORD Career Development Plan from the Agenda - 12 June 1972. Motion was seconded by [Redacted] Three members voted in favor and four members opposed the motion. Motion denied.

CLASSIFIED BY: [Redacted]

25X1
25X1
25X1

~~CONFIDENTIAL~~

6. [] stated he wished to reemphasize Item 13, minutes of 8 May 1972 which was as follows:

"The CSP members should be given instructions on what kind of headroom they are promoting against and what sort of a ceiling they are working with."

He felt that this request should be seriously considered by the D/ORD. 25X1A9A

25X1A9A 7. [] moved to approve the minutes for 8 May 1972. [] seconded the motion. Vote unanimous of those members present. Motion carried.

8. Report from [] was as follows:

25X1A9A

PROMOTIONS - (Approved by OP)

1. [] P-C/ORD
GS-12 to GS-13

25X1A9A

ADDITIONS

1. [] Clerk Typist, GS-6 joined AN/ORD on 2 June 1972 vice []

25X1A9A

2. [] Phys Scientist-Res., GS-14 to Optics/ORD on 5 June 1972.

REASSIGNMENTS

1. [] GS-5, Clerk Typist transferred to FMSAC on 5 June 1972 (AN/ORD).
2. [] Secretary Steno, GS-5, RP/ORD transferred to DDP on 12 June 1972.
3. [] GS-13, AO/ORD to COMMO on 14 May 1972.

RETIREMENTS

None

RESIGNATIONS

None

TRAINING NOTES

None

SPECIAL NOTE

In answer to [] request at the last CSP meeting on how many promotions had been approved and denied by D/ORD in the last two years:

~~CONFIDENTIAL~~
EYES ONLY

8. (Continued)

SPECIAL NOTE (continued)

18 Promotions Approved

1 Denied

25X1A9A

9. [] stated that he wished to know how many promotions had been approved by the CSP/ORD, and how many had been denied in the last two years. [] was asked to supply this information to the Panel at the next meeting.

25X1A9A

25X1A9A

10. [] also stated that he would distribute to the CSP members information on the Equal Employment Opportunity Program at a later date.

25X1A9A

11. [] moved that [] request the D/ORD to provide the CSP/ORD with some feedback on actions passed on to him.

25X1A9A

25X1A9A

12. [] requested the Recording Secretary to include on the CSP Agenda for all meetings as Item 4, a report from the Chairman on CSP actions sent to D/ORD from previous meetings.

25X1A9A

13. Discussion followed on the report from the Chairman, Sub-Panel for Evaluation Criteria dated 8 June 1972. [] also gave the Recording Secretary a report from [] on the Criteria for the ORD/CSP Ranking System. Discussion followed on the fact that the Sub-Panel for Evaluation Criteria as represented in this report was not from the duly constituted members appointed by the Acting Chairman on 10 April 1972.

25X1A9A

14. [] moved to thank [] and the members listed on the report for the submission of their report dated 8 June 1972 but to deny approval. It was suggested the work of this report be continued under the direction of the duly appointed members of the Sub-Panel for Evaluation Criteria appointed by the Acting Chairman on 10 April 1972, and that the Sub-Panel chairman give a report at the July CSP meeting. Motion was seconded by [] Three members approved the motion; four members opposed the motion. Motion denied.

25X1A9A

25X1A9A

15. [] moved to accept the material submitted by [] as information and instruct the duly constituted members of the Sub-Panel for Evaluation Criteria to carry on. [] seconded the motion.

25X1A9A

16. [] moved to amend [] motion to read that the CSP accept the material submitted by [] as information and instruct the duly constituted members of the

25X1A9A

25X1A9A

3

EYES ONLY

25X1

16. (Continued)

Sub-Panel for Evaluation Criteria to come back with definitive and specific recommendations to the CSP. Six members voted in favor of the motion; one member abstained from voting. Motion carried.

25X1A9A

17. A vote was taken on the motion made by [redacted] as amended. Six members voted in favor of the motion; one member abstained from voting. Motion carried.

25X1A9A

18. [redacted] moved that for the guidance to the Sub-Panel for Evaluation Criteria that they consider two lists for the evaluation exercise: (a) Promotability List and (b) Potential Ranking List. [redacted] seconded the motion. Five members voted for; one member against the motion; one member abstained. Motion carried.

25X1A9A

19. Discussion followed on the list of rating criteria to be adopted for use with the competitive evaluation matrix which was submitted by [redacted] in his report on Proposed Evaluation Criteria, dated 8 June 1972.

25X1A9A

25X1A9A

20. [redacted] suggested the following additions to the Ranking Criteria List prepared by [redacted]

25X1A9A

(a) Under ACCOMPLISHMENTS c.
List - Capacity for future accomplishments

(b) Under ABILITY TO COMMUNICATE/BRIEF d.
List - Responsiveness capacity

(c) Add Item 7 entitled POTENTIAL

(1) High

(2) Low

25X1A9A

21. [redacted] moved that the CSP table Item 5 and Item 6 on the 12 June 1972 CSP Agenda until next month, and it should be included on the Agenda for July. Motion was seconded by [redacted]. Three members approved and four members opposed the motion. Motion denied.

25X1A9A

22. [redacted] moved that Item 5 on the 12 June 1972 CSP Agenda be referred to the Sub-Panel on Criteria to be considered in their deliberations. Motion was seconded by [redacted]. Four members voted in favor of the motion; three members opposed the motion. Motion carried. The Chairman assigned Item 5 to the Sub-Panel on Criteria.

25X1A9A

25X1A9A

25X1

~~CONFIDENTIAL~~

25X1A9A

23. [] moved that the CSP/ORD support the ORD Career Development document and recommend to the D/ORD that it be issued. Motion was seconded by [] Two members voted in favor and five members opposed the action. Motion denied.

25X1A9A

24. [] moved that the Career Development Report be discussed at the next CSP meeting. [] seconded the motion. Five members voted in favor and two members opposed the motion. Motion carried.

25X1A9A

25. [] was instructed by the Chairman to prepare an annual Career Service Panel Report, and put the report in the hands of the CSP members prior to the next meeting for their review.

25X1A9A

26. [] moved for approval of [] motion as follows:

"Recognizing pending changes in the Office of Research and Development/ORD and noting that the Office currently has severe Table of Organization (TO) limitations, it is moved that promotion actions into the GS-14 and GS-15 grades be suspended until the September 1972 meeting by which time knowledge, including a forecast of available slots, should be available upon which the CSP can act responsibly.

25X1A9A

[] seconded the motion. Four members voted in favor of the motion; three members opposed the motion. Motion carried. The Chairman stated that this means that there will be a moratorium on promotion actions on GS-13 to GS-14 and GS-14 to GS-15 grades until September.

25X1A9A

27. [] moved to recommend [] AP/ORD for promotion from GS-13, step 5 to GS-14, step 2. Four members voted in favor of and two members opposed the action; one member abstained from voting. Motion carried.

25X1A9A

[] stated, and [] concurred, that he opposed the action even though he recognized that [] has a good performance record; however, he felt when this action was weighed in the general climate of the situation; and because [] has been in grade only 30 months; and in view of the pending cuts; he felt that it was reasonable to defer his promotion for a short period of time.

25X1A9A

[] abstained from the voting because he felt he could not vote for or against this candidate under the ground rules stipulated in a previous motion relating to Item 12. He felt he had to be prejudiced by that fact that there is only one GS-14 available and no other GS-13s were being considered at this time. He felt very strongly that

~~CONFIDENTIAL~~

25X1

27. (Continued) 25X1A9A

25X1A9A

individuals such as [redacted] should be considered along with [redacted] for this slot, and the CSP/ORD would be remiss if it ignored the competitive aspect of this situation.

28. The following personnel were selected by the CSP as possible nominees for the Management Advisory Group to be sent forward for D/ORD selection and approval:

25X1A9A

- a.
- b.
- c.
- d.
- e.
- f.

25X1A9A

29. [redacted] stated that the request for training for [redacted] AN/ORD to attend MIT - Digital Signal Processing had been approved by him after the CSP members had been called for their approval.

25X1A9A

30. [redacted] reported to the Panel on [redacted] who has been attending University of Maryland on a full-time basis. He stated AP/ORD was now seeking to have [redacted] approved for further training at George Washington University. He explained that [redacted] would be taking summer classes at GWU. He needed three more courses to make him eligible for graduate work at GWU.

25X1A9A

31. The following nominations were made by the CSP for the Brookings Educational Programs for Federal Executives 1972-1973 to be sent forward to D/ORD for selection and approval:

25X1A9A

- a. [redacted] GS-16
Conference for Mgmt. & Program Executives
First & Second Choice Dates:
 - (1) 14-26 Jan 73
Williamsburg
 - (2) 1-13 Apr 73
Virginia Beach

25X1A9A

- b. [redacted] - GS-16
Conference for Science Executives
First & Second Choice Dates:
 - (1) 17-22 Sept 72
Williamsburg
 - (2) 12-17 Nov 72
Williamsburg

25X1A9A

25X1A9A

32. [redacted] moved to adjourn the meeting. [redacted] seconded the motion. Vote unanimous. Motion carried.

25X1

~~CONFIDENTIAL~~

~~CONFIDENTIAL~~

Approved For Release 2006/04/03 : CIA-RDP79-00317A000100050014-0

25X1

25X1A9A

25X1A9A

33 [redacted] made a statement of intent to promote
[redacted] from GS-11 to GS-12.

34. Meeting adjourned at 1245 hours.

25X1A9A

[redacted]
Executive Secretary
Career Service Panel/ORD

APPROVED:

25X1A9A

[redacted]
Chairman, CSP/ORD

Approved For Release 2006/01/03 : CIA-RDP79-00317A000100050014-0

~~CONFIDENTIAL~~

25X1